

**MINUTES OF THE
PERSONNEL COMMITTEE
TUESDAY, JULY 22, 2008**

At a meeting of the **Personnel Committee**, held Tuesday, July 22, 2008, in the Board Room, on the 9th Floor of the Administration Building, Mt. Clemens, the following members were present:

Camphous-Peterson-Chair, Brdak, Brown, Bruley, Crouchman, DeSaele, DiMaria, Doherty, Drolet, Duzyj, D. Flynn, J. Flynn, Gielegghem, Lund, Mijac, Rengert, Roberts, Rocca, Sauger, Slinde, Switalski, Szczepanski, Tocco, Torrice and Vosburg.

Absent and excused was Haggerty.

There being a quorum of the committee present, Chair Camphous-Peterson called the meeting to order at 10:18 a.m.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

AGENDA

MOTION

A motion was made by Szczepanski, supported by Rocca, to adopt the agenda, as amended, to include #9a and 9b. **The Motion Carried.**

MINUTES

MOTION

A motion was made by Rocca, supported by Torrice, to approve the April 14, 2008 minutes of this committee, as written. **The Motion Carried.**

RECOGNIZE RECENT RETIREES

The following individuals were unable to be present:

| | |
|---------------------|----------------------|
| Sharon Gardocki | 11 years 11.4 months |
| Raymond L'Esperance | 26 years 3.2 months |

VACANCY RECONFIRMATIONS

(as recommended by Ad Hoc Committee on 7-8-08)

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DUZYJ, SUPPORTED BY CROUCHMAN, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE RECONFIRMATION OF THE

FOLLOWING VACANCIES PURSUANT TO THE MOTION PASSED BY THE AD HOC COMMITTEE ON JULY 8, 2008:

ONE DATA MAINTENANCE SUPERVISOR

FRIEND OF THE COURT

ONE TYPIST CLERK III

HEALTH

Commissioner Brown expressed his concern that positions are not being eliminated. Commissioner Duzyj explained why the Ad Hoc Committee recommended these positions.

Chair Camphous-Peterson called for a vote on the motion and **THE MOTION CARRIED WITH BROWN, BRULEY, GIELEGHEM, SZCZEPANSKI AND TORRICE VOTING "NO."**

VACANCY RECONFIRMATION AND WAIVER OF 20 WEEK HIRING DELAY FOR SAFETY SPECIALIST IN RISK MANAGEMENT DEPT. (AS RECOMMENDED BY AD HOC COMMITTEE ON 7-8-08)

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DeSAELE, SUPPORTED BY DUZYJ, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE RECONFIRMATION AND WAIVER OF THE 20 WEEK HIRING DELAY FOR THE VACANT POSITION OF SAFETY SPECIALIST IN THE RISK MANAGEMENT AND SAFETY DEPARTMENT PURSUANT TO A MOTION BY THE AD HOC COMMITTEE ON JULY 8, 2008.

Commissioner Doherty noted that there was discussion at the Ad Hoc Committee meeting about getting an outside person to come in on a part-time basis. She asked Mr. Anderson if he was able to check into that. Mr. Anderson said he did look into the private sector, but it would be cost prohibitive. He said he has received some leads for individuals that would be willing to provide part-time assistance.

Commissioner Doherty offered an amendment that the position be part-time.

Commissioner DeSaele accepted that as a friendly amendment.

SUBSTITUTE COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY BRULEY, SUPPORTED BY SZCZEPANSKI, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE RECONFIRMATION AND WAIVER OF THE 20 WEEK HIRING DELAY FOR THE VACANT POSITION OF SAFETY SPECIALIST IN THE RISK MANAGEMENT AND SAFETY DEPARTMENT PURSUANT TO A MOTION BY THE AD HOC COMMITTEE ON JULY 8, 2008; FURTHER, THAT THIS BE A PART-TIME POSITION AND THAT WHATEVER THE 20 WEEK HIRING FREEZE WAS TO HAVE SAVED THE COUNTY WILL COME OUT OF THE DEPARTMENT'S BUDGET AND BE CERTIFIED BY THE FINANCE DEPARTMENT.

A ROLL CALL VOTE WAS TAKEN AS FOLLOWS:

VOTING YES WERE BRDAK, BROWN, BRULEY, DeSAELE, DiMARIA, DROLET, D. FLYNN, J. FLYNN, GIELEGHEM, LUND, MIJAC, ROBERTS, SAUGER, SWITALSKI, SZCZEPANSKI, TOCCO, TORRICE AND CAMPHOUS-PETERSON. THERE WERE 18 "YES" VOTES.

VOTING NO WERE CROUCHMAN, DOHERTY, RENGERT, ROCCA, SLINDE, VOSBURG AND DUZYJ. THERE WERE 7 "NO" VOTES.

THE MOTION CARRIED.

VACANCY RECONFIRMATION OF ONE PARALEGAL IN SENIOR CITIZEN SERVICES DEPT. (REFERRED FROM SENIOR CITIZENS COMMITTEE ON 6-13-08)

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY GIELEGHEM, SUPPORTED BY DiMARIA, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE RECONFIRMATION OF ONE PARALEGAL IN THE SENIOR CITIZEN SERVICES DEPARTMENT PROVIDED THAT IT DOES NOT LEAD TO AN INCREASE IN THE BUDGET AND IS OFFSET BY COST SAVINGS WITHIN THE DEPARTMENT.

Commissioner Gieleghem stated that after much discussion on this issue, having a paralegal is the most responsible action to take.

In response to a question by Commissioner DeSaele, Ms. Willis explained that a position will soon be vacant, which is at a higher salary, and will not be filled and the work will be reassigned.

Chair Camphous-Peterson called for a vote on the motion and **THE MOTION CARRIED.**

RECOMMENDATION FROM 7-18-08 COMMUNITY SERVICES COMMITTEE MEETING: WAIVER OF 20 WEEK HIRING DELAY FOR ONE COUNSELOR IN VETERANS SERVICES DEPT.

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DOHERTY, SUPPORTED BY RENGERT, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE A WAIVER OF THE 20 WEEK HIRING DELAY FOR ONE COUNSELOR POSITION IN THE VETERANS SERVICES DEPARTMENT.

SUBSTITUTE COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY BRULEY, SUPPORTED BY SZCZEPANSKI, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE A WAIVER OF THE 20 WEEK HIRING DELAY FOR ONE COUNSELOR POSITION IN THE VETERANS SERVICES DEPARTMENT, BUT THAT WHATEVER THE 20 WEEK HIRING FREEZE WAS TO HAVE SAVED THE COUNTY WILL COME OUT OF THE DEPARTMENT'S BUDGET AND BE CERTIFIED BY THE FINANCE DEPARTMENT. **THE MOTION CARRIED WITH DeSAELE, DOHERTY, RENGERT, TORRICE AND VOSBURG VOTING "NO."**

**REFERRAL FROM 7-18-08 COMMUNITY SERVICES COMMITTEE MEETING:
MODIFICATIONS TO COMMUNITY SERVICES AGENCY TRANSPORTATION
BUDGET REGARDING BUS DRIVER POSITIONS AND HOURLY RATE**

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY RENGERT, SUPPORTED BY J. FLYNN, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS CONCUR WITH THE RECOMMENDATION TO MODIFY THE COMMUNITY SERVICES AGENCY TRANSPORTATION BUDGET REFLECTING CHANGES IN BUS DRIVER POSITIONS AND HOURLY RATES. **THE MOTION CARRIED.**

**SALARY RANGE MODIFICATION FOR NON-REPRESENTED CLASSIFICATIONS
OF ADMINISTRATIVE SECRETARY, SENIOR SECRETARY AND SECRETARY, TO
BE APPLIED TO NEWLY HIRED OR PROMOTED EMPLOYEES**

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DOHERTY, SUPPORTED BY ROCCA, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE A SALARY RANGE MODIFICATION FOR THE NON-REPRESENTED CLASSIFICATIONS OF ADMINISTRATIVE SECRETARY, SENIOR SECRETARY AND SECRETARY, TO BE APPLIED TO ANY NEWLY HIRED OR PROMOTED EMPLOYEES, AS OUTLINED IN A JULY 11, 2008 CORRESPONDENCE FROM THE ACTING DIRECTOR OF THE HUMAN RESOURCES DEPARTMENT. **THE MOTION CARRIED.**

EXECUTIVE SESSION TO DISCUSS LABOR NEGOTIATIONS

MOTION

A motion was made by Duzyj, supported by DiMaria, to enter into Executive Session for the purpose of discussing labor negotiations. **The Motion Carried.**

In accordance with the motion, committee entered Executive Session at 11:05 a.m., with it concluding at 12:13 p.m.

ADJOURNMENT

MOTION

A motion was made by DeSaele, supported by Torrice, to adjourn the meeting at 12:14 p.m. **The Motion Carried.**

Corinne Bedard
Committee Reporter